

Abstract

RESEARCH PAPER: Effect of Organizational Justice, Respect, Trust, and
Empowerment on Job Satisfaction and Organizational
Commitment

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Trust in managers helps to create a positive work environment for nurses, while mistrust in management impacts job satisfaction and organizational commitment (Laschinger & Finegan, 2005). One strategy in creating trust and a positive work environment is to foster nurse empowerment. This is a replication of Laschinger and Finegan's study (2005) based on Kanter's Structural Theory of Organizational Empowerment (1977, 1993). The purpose of this study is to examine relationships among structural empowerment, justice, respect, trust in management, job satisfaction, and organizational commitment. An anticipated sample of 250 professional direct care nurses at Bloomington Hospital in Bloomington, Indiana is expected. The Conditions of Work Effectiveness Questionnaire-II, Moorman's Justice Scale, Siegrist's Esteem Scale, Mishra's Trust in Management Scale, and subscales from Williams' and Cooper's Pressure Management will be used to measure variables. The findings will provide information for nurse managers on factors that increase job satisfaction and organizational commitment.